

(Example 2 - with current Salary Packaging, with Employee Contribution Method)

SALARY PACKAGING OPTIONS REPORT

The information contained in this report has been determined based on the details which you have provided as part of the HR eXpert online enquiry on 1 Jun 2004 and is provided as guidance only. The government of New South Wales gives no warranty or undertaking that the information or results produced from using this system represent your true entitlement.

This inquiry does not consider your individual investment objectives, financial situation and needs. It provides basic financial information which can be used to assist in your decision making. In all cases, you should undertake your own investigations and analysis of the information received as a result of this inquiry.

You should not act on the basis of this information without considering, and if necessary, taking appropriate financial, legal and other professional advice about your own particular circumstances.

Salary Packaging arrangements may vary across agencies. Each agency will have its own Salary Packaging information for staff. You need to confirm with your HR area what the particular circumstances are for your agency.

If your employment circumstances change, any Salary Packaging arrangements may be impacted. You should contact the HR area in your agency for further advice or refer to the *Guidelines and user Manual for Contract 6036 – Flexible Salary Packaging for non-SES Public Sector Employees*.

HR eXpert is based on the Public Sector Employment and Management Act 2002. If you are not currently employed under this act the following results may be inaccurate or misleading.

Employee Details

| | |
|---|--|
| Name: Example Name | Serial/Employee No: Example No |
| Agency/Department: Example Agency | Division/Branch: Example Branch |
| Classification: Example Classification | Grade: Example Grade |
| Gross Weekly Superable Wage ** (Without Salary Packaging) \$1,692.00 (the calculations below are based on this amount) | |

** Your superable salary or wage is generally your gross salary or base wage and will depend on which superannuation scheme you belong to. Information about superable salary is available from your superannuation fund. The HR area in your agency should also be able to provide information about your superable salary or wage.

Salary Packaging Options – Annual Details

| | Current arrangement | | Proposed arrangement | |
|--|------------------------------|-----------------------------------|------------------------------------|------------------------------------|
| | Without Salary Packaging (1) | With current Salary Packaging (2) | With Salary Packaging (No ECM) (3) | With Salary Packaging with ECM (4) |
| ANNUAL GROSS SUPERABLE SALARY | \$88,286.14 | \$88,286.14 | \$88,286.14 | \$88,286.14 |
| Current Salary Packaging arrangement | \$0.00 | \$4,000.00 | \$0.00 | \$0.00 |
| Superannuation - Annual contribution - Current package | \$0.00 | \$0.00 | \$4,000.00 | \$4,000.00 |
| Motor vehicle - Annual costs - Laser | \$0.00 | \$0.00 | \$12,250.00 | \$9,060.00 |
| GST payable | \$0.00 | \$0.00 | \$0.00 | \$290.00 |
| FBT payable | \$0.00 | \$0.00 | \$3,004.10 | \$0.00 |
| ANNUAL TAXABLE GROSS SALARY | \$88,286.14 | \$84,286.14 | \$69,032.04 | \$74,936.14 |
| Income tax payable | \$29,793.96 | \$27,863.36 | \$20,454.00 | \$23,323.82 |
| Employee contribution | \$0.00 | \$0.00 | \$0.00 | \$3,190.00 |
| NET ANNUAL SALARY | \$58,492.18 | \$56,422.78 | \$48,578.04 | \$48,422.32 |
| Superannuation - Annual contribution - Current package | \$4,000.00 | \$0.00 | \$0.00 | \$0.00 |
| Motor vehicle - Annual costs - Laser | \$12,250.00 | \$0.00 | \$0.00 | \$0.00 |
| NET ANNUAL POSITION | \$42,242.18 | \$56,422.78 | \$48,578.04 | \$48,422.32 |
| ANNUAL NET SALARY BENEFIT (comparing your proposed Salary Packaging with no Salary Packaging) | | | \$6,335.86 | \$6,180.14 |

Notes

- (1) Your annual salary details with no Salary Packaging arrangements.
- (2) Your annual salary details with your current Salary Packaging arrangements.
- (3) Your annual salary details with your proposed Salary Packaging options – calculated without using the “employee contribution method” (ECM). Using the ECM is only possible when packaging a motor vehicle under certain circumstances. It allows you to reduce the FBT component on a motor vehicle by making an after tax contribution to running costs. Where

this is the case, an additional column (With Salary Packaging with ECM) will be displayed in this report. If this column is not present, the ECM is not applicable in your situation.

- (4) Your annual salary details with your proposed Salary Packaging options – calculated using the “employee contribution method”.

Note that these figures are based on your annual gross superable salary. They do not take into consideration any allowances or additional salary you may receive (eg overtime) or salary increases over time. Other deductions or taxation arrangements you may currently have in place are also excluded.

Generally, Salary Packaging will be cost neutral to the employer and administration fees may be charged to individual packages (including additional fees where changes to packaging arrangements are made over time). You should check with your agency to determine whether any administration fees apply. Where this is the case, you will need to deduct these fees from the net salary benefit provided above.

Salary Packaging Options – Sample Pay Slip - Fortnightly

| | Current arrangement | | Proposed arrangement | |
|---|------------------------------|-----------------------------------|------------------------------------|------------------------------------|
| | Without Salary Packaging (1) | With current Salary Packaging (2) | With Salary Packaging (No ECM) (3) | With Salary Packaging with ECM (4) |
| FORTNIGHTLY GROSS SUPERABLE SALARY | \$3,384.00 | \$3,384.00 | \$3,384.00 | \$3,384.00 |
| Current Salary Packaging arrangement | \$0.00 | \$153.32 | \$0.00 | \$0.00 |
| Superannuation - Annual contribution - Current package | \$0.00 | \$0.00 | \$153.32 | \$153.32 |
| Motor vehicle - Annual costs - Laser | \$0.00 | \$0.00 | \$469.54 | \$347.27 |
| GST payable | \$0.00 | \$0.00 | \$0.00 | \$11.12 |
| FBT payable | \$0.00 | \$0.00 | \$115.15 | \$0.00 |
| FORTNIGHTLY TAXABLE GROSS SALARY | \$3,384.00 | \$3,230.68 | \$2,645.99 | \$2,872.30 |
| Income tax payable | \$1,142.00 | \$1,068.00 | \$784.00 | \$894.00 |
| Employee contribution | \$0.00 | \$0.00 | \$0.00 | \$122.27 |
| NET FORTNIGHTLY SALARY | \$2,242.00 | \$2,162.68 | \$1,861.99 | \$1,856.02 |
| Superannuation - Annual contribution - Current package | \$153.32 | \$0.00 | \$0.00 | \$0.00 |
| Motor vehicle - Annual costs - Laser | \$469.54 | \$0.00 | \$0.00 | \$0.00 |
| NET FORTNIGHTLY POSITION | \$1,619.14 | \$2,162.68 | \$1,861.99 | \$1,856.02 |
| FORTNIGHTLY NET SALARY BENEFIT (comparing your proposed Salary Packaging with no Salary Packaging) | | | \$242.85 | \$236.88 |

Notes

- (1) Your fortnightly salary details with no Salary Packaging arrangements.
- (2) Your fortnightly salary details with your current Salary Packaging arrangements.
- (3) Your fortnightly salary details with your proposed Salary Packaging options – calculated without using the “employee contribution method” (ECM). Using the ECM is only possible when packaging a motor vehicle under certain circumstances. It allows you to reduce the

FBT component on a motor vehicle by making an after tax contribution to running costs. Where this is the case, an additional column (With Salary Packaging with ECM) will be displayed in this report. If this column is not present, the ECM is not applicable in your situation.

- (4) Your fortnightly salary details with your proposed Salary Packaging options – calculated using the “employee contribution method”.

Note that these figures are based on your annual gross superable salary. They do not take into consideration any allowances or additional salary you may receive (eg overtime) or salary increases over time. Other deductions or taxation arrangements you may currently have in place are also excluded.

Generally, Salary Packaging will be cost neutral to the employer and administration fees may be charged to individual packages (including additional fees where changes to packaging arrangements are made over time). You should check with your agency to determine whether any administration fees apply. Where this is the case, you will need to deduct these fees from the net salary benefit provided above.